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CAREER BENEFITS

Part I

Additional Benefits Desired by CIA

<u>Benefits Desired</u>	<u>Action Required</u>
a. Additional pay for various types of hazardous duty. (See Part II.)	a. Approval by the DCI. (See Part II.)
b. A meritorious award system providing for recognition of distinguished service to the Agency (somewhat similar to that of the Department of State). Awards may be by medal, certificate, monetary, or a combination of all three.	b. Approval by the DCI. (In the case of medal, either legislative action or approval by the White House would be required.)
c. A CIA overseas post classification system providing benefits responsive to unhealthful conditions.	c. Approval by the DCI. (If the benefit conferred additional credit against retirement, legislative action is required.)
d. Applications of the principles of the United States Employees' Compensation Act to dependents of employees engaged in hazardous duties who are themselves exposed to hazard.	d. Legislative action. (While technically the DCI could authorize this benefit for unvouchered personnel, there is no authority for the DCI to approve similar benefits for vouchered personnel. Specific provision for this benefit was made in the proposed wording of P. L. 110 prior to its enactment. At that time, the Bureau of the Budget requested its deletion on the grounds that no precedent existed for such a provision. While it is true that some precedent has been established with respect to the Armed Services, there is none with respect to civilian employees of the U. S. Government. Therefore, it would appear essential to secure legislative approval prior to granting such benefits to any Agency personnel.)

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<u>Benefits Desired</u>	<u>Action Required</u>
e. Death gratuity of six months' base pay to dependents of CIA employees whose death occurs in line of duty while serving overseas. Definition of the term "line of duty" will be required.	e. Legislative action. (The same comments as in d, above, are applicable with respect to this benefit, except that no specific provision has been included in proposed CIA legislation.)
f. Pay, within-grade raises, and grade promotions for vouchered funds personnel who are detained involuntarily by foreign governments.	f. Legislative action. (This benefit can be granted by the DCI only to unvouchered funds personnel at present. Vouchered funds personnel would be covered by Senate Bill No. 1820 - designed to replace the Missing Persons Act - if it is slightly modified from the form in which it was originally introduced so that it will completely serve CIA interests. Also, further modifications are required to meet objections of GAO and the CSC.)
g. A more liberal retirement system.	g. Legislative action.
h. An appropriate and adequate leave system for all overseas employees.	h. Legislative action.
i. Better group health insurance.	i. Not certain. (Under study at present with the CIA-sponsored Government Employees Health Association; action required will depend on the benefits to be achieved.)

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Part II

Additional Pay for Various Types
of Hazardous Duty

1. Pilots or crew members of air travel or gliders should not receive extra pay for performing pilot or crew duties as such. However, pilots, including members and passengers who participate in aerial flight over areas which have been designated as hostile by the Director, Central Intelligence Agency, should receive extra compensation of \$50 for each trip.
2. A similar amount should be paid to employees who enter such areas by any other means of transportation such as by marine operations or border crossing. In no case should employees receive extra compensation exceeding 50 per cent of base pay in any given month.
3. Agency employees certified for jump training and jump instructors should be compensated for hazardous duty in accordance with the military officers' schedule for such duty (\$100 per month), subject to the limitation that such payments will be for a minimum of, but not longer than, three months' duration for trainees.
4. Submarine duty should not be compensated for by hazardous-duty pay. However, when employees enter hostile areas, designated as such by the DCI, as crew members or passengers on submarines, they should be compensated for this duty under terms of paragraph 2, above. Also, no hazardous-duty pay should be made to employees during their training in submarine-escape techniques.
5. Under appropriate regulations, individuals shall be entitled to receive incentive pay for the performance of hazardous duty involving the demolition of explosives as a primary duty, including training for such duty when such duty is required by competent orders. The rate of pay would be \$100 per month.

The term "duty involving the demolition of explosives" shall be construed to mean duty performed by members, including members in training for such duties, who, pursuant to competent orders and as a primary duty, demolish by the use of explosives; obstacles, or explosives, or underwater objects, or recover and render harmless by disarming or demolition of explosives which, having been projected, launched, dropped, or laid in a normal manner, have failed to explode as intended.

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Demolition duty also includes the performance of the above duties by instructors and students as part of a recognition course of instructions in such duties, even though simulated explosives, munitions, or charges are used, provided, however, that, in the course of such training, live explosives are employed as elements thereof or for their destruction.

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6. Employees engaged in [redacted] guerilla warfare activities, development of escape and evasion networks, or other equally dangerous duties should receive extra compensation at the rate of 50 per cent of their base pay while actually located in an area designated as hostile to the United States by the DCI.

7. Employees who engage in duty involving infiltration into Communist or other organizations inimical to the United States under conditions which can reasonably be expected to result in the death of the employee should receive extra compensation at the rate of 50 per cent of their base pay while actually so engaged.

8. Certain hazardous-duty categories provided for by law have been eliminated from this list, on the premise that position classification and determination of pay scales have already taken into consideration these hazards.

9. Employees should receive extra pay on the basis of any combination of the above categories, except that in no case should the total extra pay for hazardous duty exceed 50 per cent of the employee's base salary.

10. Adequate administrative procedures should be established which will assure proper qualification and certification of employees eligible for extra pay under various categories of hazardous duty. This may require the establishment of a centrally-administered CIA Hazardous Duty Board.